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MAYOR EMANUEL INTRODUCES KEY AMENDMENTS TO THE CHICAGO HUMAN RIGHTS ORDINANCE AND THE CHICAGO FAIR HOUSING ORDINANCE

Amendments will update ordinances to broaden retaliation protection and lengthens statute of limitations on filing

Mayor Emanuel today introduced key amendments to both the Chicago Human Rights Ordinance and the Chicago Fair Housing Ordinance.

The first amendment seeks to expand protections for individuals who complain about unlawful discrimination and harassment. As currently written, both ordinances only prohibit retaliation against a person who first files a complaint with the Chicago Commission on Human Relations (CCHR) or who cooperates in the investigation of a complaint with the CCHR.

The amendment seeks to broaden this provision to prohibit retaliation for *any* good faith complaint about discrimination or harassment – this can include internal complaints made by employees to their employers. Similarly individuals who file complaints with other agencies, such as the EEOC and Illinois Department of Human Rights, who are then retaliated against, will now be eligible to file a retaliation complaint with the CCHR.

The second amendment seeks to expand the statute of limitations for filing a complaint from 180 days to 300, placing it on equal footing with Title VII of the Federal Civil Rights Act and the recently amended Illinois Human Rights Act.

“These amendments further strengthen these important ordinances to ensure Chicago continues to be a more fair and more equal city to all residents,” Mayor Emanuel said.

“I am proud these measures will be incorporated into our laws and look forward to working with residents and other community leaders to ensure the rights of every Chicagoan is protected and enforced,” Commissioner Noriega said. “As always, I encourage anyone who experiences discrimination of any kind to contact the Chicago Commission on Human Relations online, by phone, or in person.”

CCHR is charged with enforcing the Chicago Human Rights Ordinance and the Chicago Fair Housing Ordinance. CCHR investigates complaints to determine whether discrimination may have occurred, and uses its enforcement powers to punish those actions. For more information, please visit www.cityofchicago.org/humanrelations.